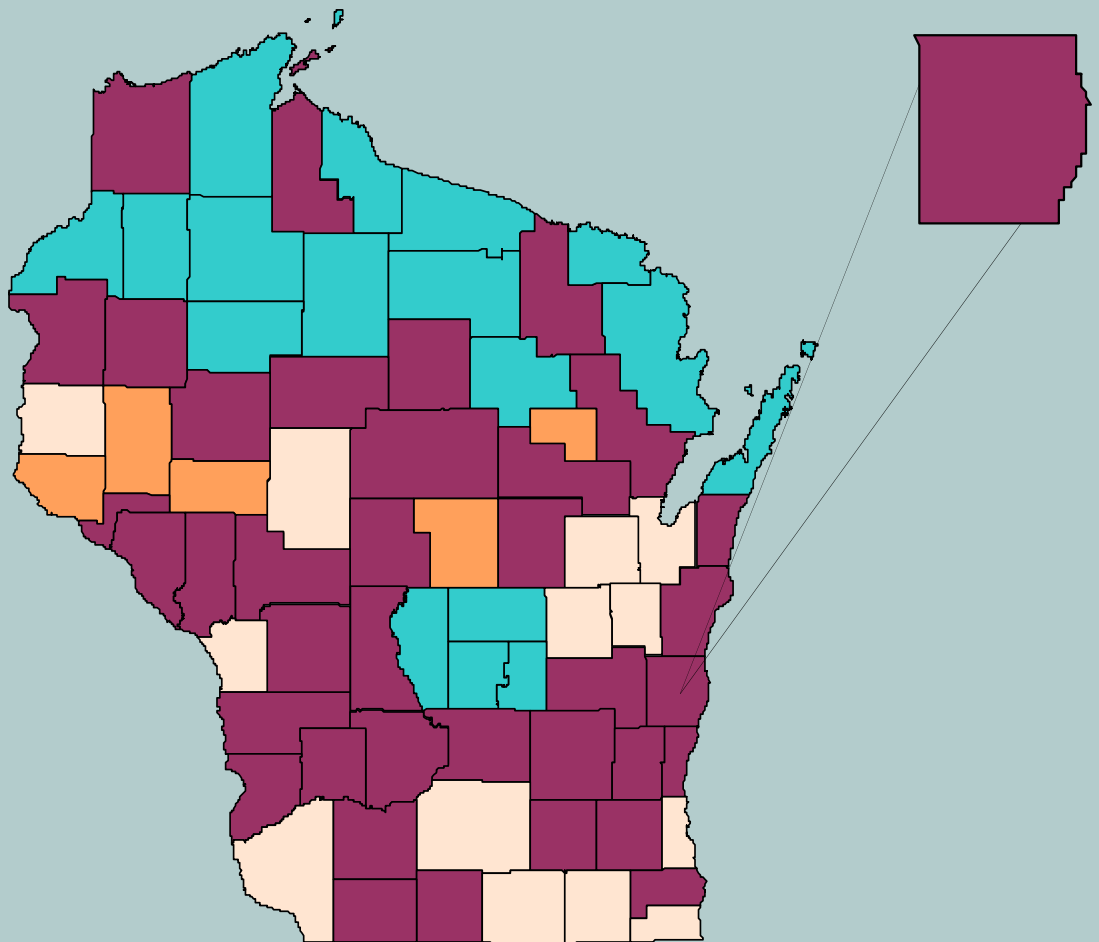


Sheboygan County Workforce Profile

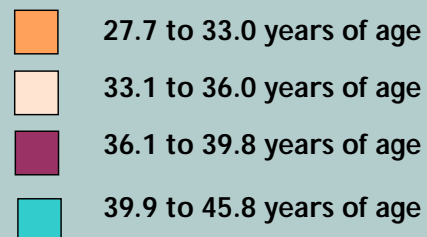
Median Age by County, 2000



Your complete
guide to the
state of the
labor force of
today and a
glimpse into
the economy of
tomorrow.



State of Wisconsin
Department of Workforce Development
October 2002



Source: Census 2000 of the United States



County Population

During the previous decade (1990 to 2000) the growth rate in Sheboygan County fell behind in the rate of growth of its population when compared with the United States and the State of Wisconsin. In that time frame, Sheboygan grew by 8.4 percent. This was 64 percent of the nation's growth rate, which had grown 13.1 percent. The county's growth rate looks more favorable when compared with the state which increased by 9.6 percent during the 1990's.

Two of the county's ten largest municipalities experienced a decline in the last year. The City of Sheboygan was down 39 residents, for a decrease of 0.1 of a percent. The other area to experience a decline in population was the Town of Greenbush losing 22 residents for a decline of 0.8 of a percent.

Since the census in 2000, the county population has increased by 732 residents for a growth rate of 0.6 percent. The rate of growth for the county remained below both the state and nation between 2000 and 2001.

The slower growth for Wisconsin and Sheboygan County is a result of demographics. The relative age

of the state and county populations put a large portion of the population past child bearing age compared with other areas of the country. Also the make up several of the area's ethnic groups tend to have smaller families.

During the 1990 to 2000 period just over 57 percent of the growth in the county came from people moving to Sheboygan., with the remaining 42 percent coming from births. Another indication that the county is growing from in migration as well as aging is the change in the age distribution of the county.

The age groups showing the most growth during the last decade were between age 40 and 54. This is a blend of baby boomers moving through their life cycle and in migration. Total growth for this group was 7,716. This was offset by a decline in the age group ten years younger. Part of the aging for the area is due to the population aging, but since these groups are larger than ten years earlier, a portion of this group is also coming from in migration to the area. While this population may have children already, they may not continue to have children.

(Continued on page 2)

Total Population

	2000 Census	January 1, 2001 Estimate	Percent change
United States	281,421,906	283,474,000	0.7%
Wisconsin	5,363,675	5,400,449	0.7%
Sheboygan County	112,646	113,378	0.6%

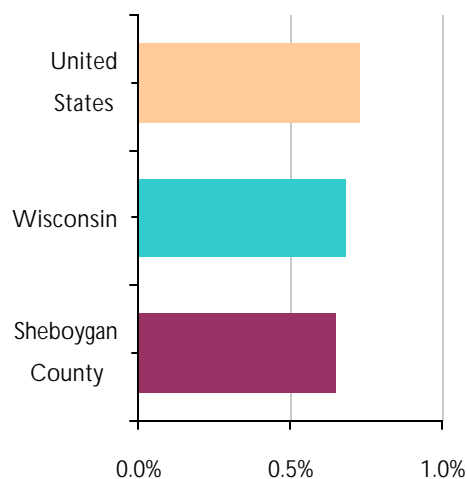
Ten Largest Municipalities

Sheboygan, City	50,792	50,753	-0.1%
Plymouth, City	7,781	7,929	1.9%
Sheboygan Falls, City	6,772	6,795	0.3%
Sheboygan, Town	5,874	6,254	6.5%
Wilson, Town	3,227	3,275	1.5%
Plymouth, Town	3,115	3,148	1.1%
Lima, Town	2,948	2,950	0.1%
Howards Grove, Village	2,792	2,820	1.0%
Oostburg, Village	2,660	2,680	0.8%
Greenbush, Town	2,643	2,621	-0.8%

* Sheboygan portion only

Source: Wisconsin Department of Administration, Demographic Services, 2002

Population Growth 2000-2001





State of Wisconsin - Sheboygan County

So we end up with a situation where not only is time moving the population to an older age, but in migration is also moving the population in that direction. This impacts the future labor supply for the area. In the past, the area could rely on a supply of young people to replenish jobs vacated from those retiring. However as the baby boomer generation approaches retirement, the number of replacements for them is diminishing.

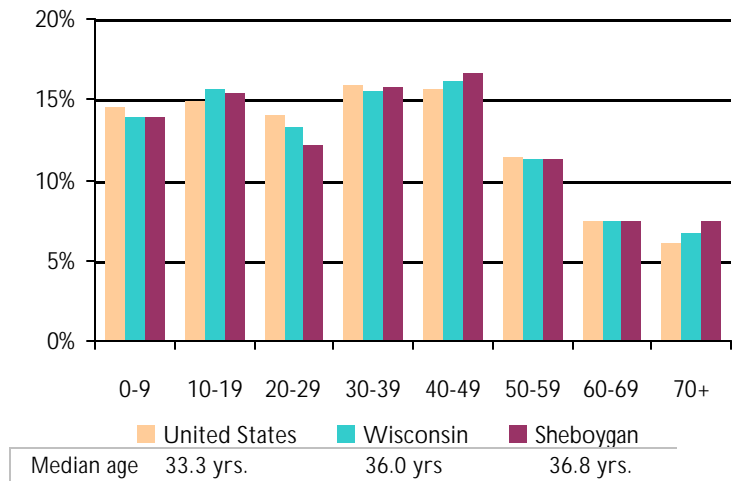
This coincides with the median age of the county. Sheboygan County's median age of 36.8 is slightly older than the state, and nearly 3.5 years older than the national average.

The U.S. Bureau of Labor Statistics defines the labor force age population as residents living in the county aged 16 and older. There is not upper age limit. In 2000 the number of residents of labor force age in the county was 87,463. Approximately 18 percent of this group is over the age of 65. The labor force by definition includes those 16 years and older who are either working or looking for work, but does not include individuals who have made a choice not to work; retirees, homemakers, stu-

dents; nor does it include military personnel, residents of institutions and discouraged job seekers.

The break out of the labor force age groups shows that each age group is relatively even. Although the age groups are about the same size, the participation rate within each group may vary. Many in the 16 to 25 group may be students and therefore not in the labor force. The over 65 group has many retired individuals not in the labor force as examples.

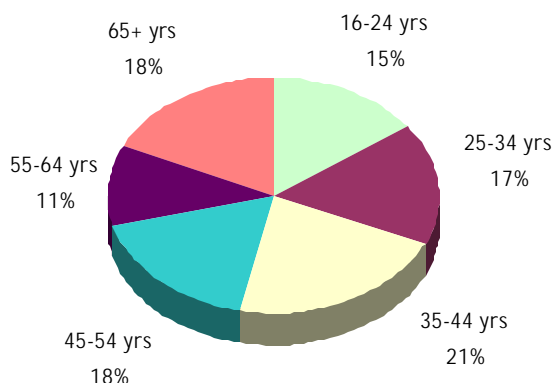
2000 Age Group Comparison



Source: US Department of Commerce, Census Bureau, *Census 2000*

County Civilian Labor Force

Sheboygan County Labor Force Age Groups

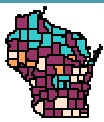


Source: US Dept. of Commerce, Census Bureau, *Census 2000*

The labor force of the county is a subset of its population. It is made up of residents that are of workforce age and either working or looking for work. The size and makeup of the labor force is like the tide on a large body of water. It changes on a regular basis and normally on a seasonal pattern.

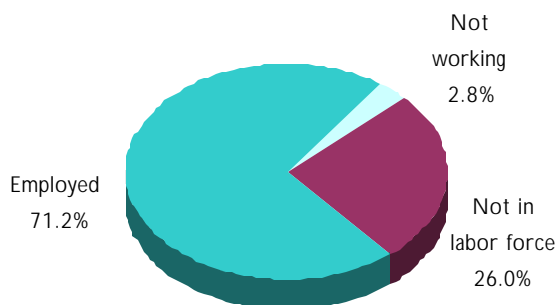
During 2001, the average size of the labor force in Sheboygan County was 63,300. The highest in the history of the county. Unlike counties that rely more on tourism which may change by as much as 25 percent during the year, Sheboygan County's labor force fluctuates approximately 6 percent from its high to low points. Normally the winter months see the labor force at its lowest and summer with the highest levels. During 2001 the labor force in

(Continued on page 3)



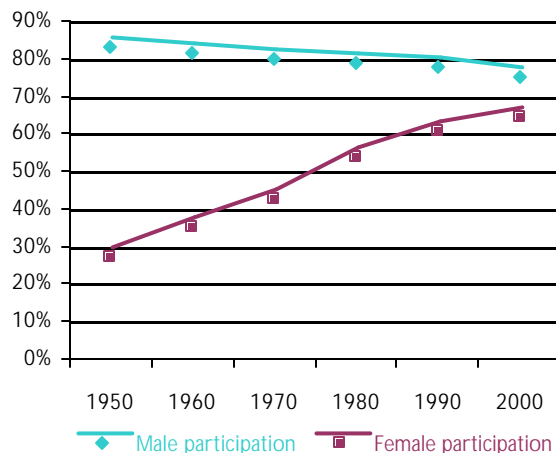
State of Wisconsin - Sheboygan County

2001 Labor Force Participation



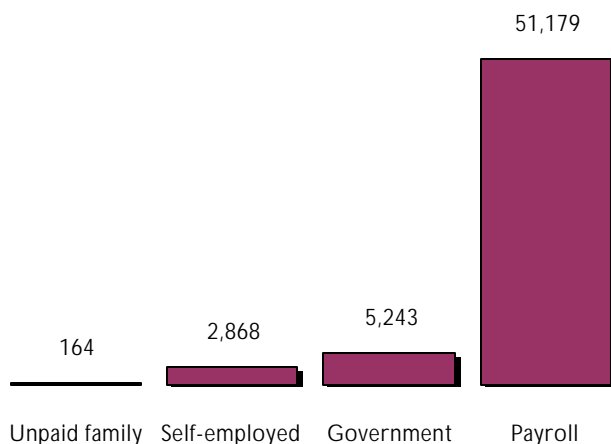
Source: Estimated from WI Dept. of Administration population estimates, Jan. 2001, US Census Bureau, and WI Local Area Unemployment Statistics.

Labor Force Participation of Male and Female Residents



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

Type of Employment



the county peaked at 66,000 during July and was at its lowest level in December with 62,400. Normally February is the lowest month, however last year may have been an exception due to the economy.

The participation rate is the percent of individuals of labor force age that are either working or looking for work. In Sheboygan County 74 percent of those of labor force age are in the labor force. This has remained fairly constant over the last decade. On a national basis, the participation rate is 66.9 percent. Wisconsin's participation rate during 2001 was 73.5 percent. During the last decade, the participation rate for the state has been among the five highest in the U.S. Sheboygan County has been utilizing a very high percent of its available workers and probably does not have a large reserve remaining for continued employment expansion from its current population.

Sheboygan has followed national trends in the labor force participation rates of men and women. Since 1950, the female participation rate has increased dramatically, while the male participation rate has gradually declined. It is very possible that within the next ten years we will see the participation rate of men and women in Sheboygan County equal. The continued increase in the participation rate for females has slowed down the effects of the labor shortage experienced during the last five or six years, but as the participation of females reaches its maximum level, there will no longer be an additional local source to look for new workers.

The majority of the residents that are working, work for a private employer. Only 4.8 percent of the population reported self-employment as their primary job. Government employment in the area is relatively small when compared to the state and nation with 8.8 percent working for a government unit. Government employment includes all services such as police, fire, social services, teaching, postal as provided by federal, state, county, city, and village government units. Unpaid family members make up less than one percent of the population and may include family members employed in a family business although they may not receive a salary.

How workers get to their place of employment and

(Continued on page 4)

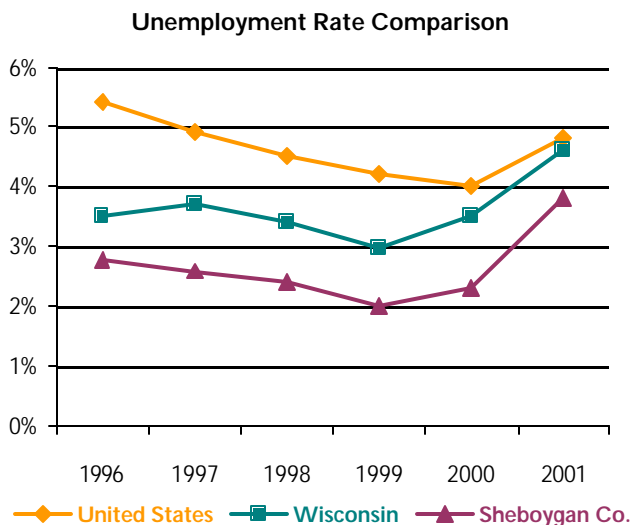


State of Wisconsin - Sheboygan County

where they are coming from is helpful in the recruitment of workers as well as the planning for community infrastructure services. The source of workers data has not been released by the U. S. Census Bureau yet, however the mode of travel is available.

The majority of workers in Sheboygan do not car-pool or use public transportation. Eighty-one percent of the workers in the county drove by themselves to their employment on a regular basis. Three percent of the population reporting employment stated that they worked at home. This most likely includes a combination of telecommuters and self employed individuals.

When the 1990 Census was taken, there were 650 more workers entering Sheboygan County than leaving the county for work on a daily basis. At the time of this writing, this data is not yet available from the 2000 Census. However, during the late 1990's data indicated that there were more jobs filled in the county, than the number of workers available in the labor force. This has subsequently changed since the downturn of the economy begin-

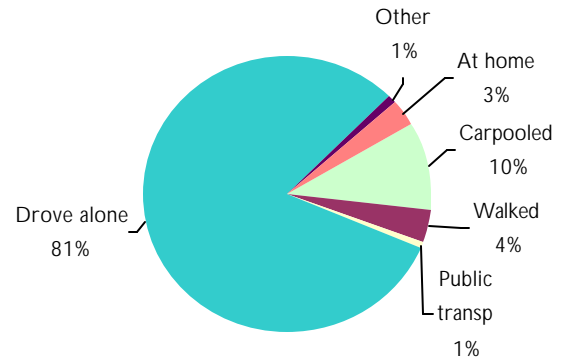


Sheboygan County Civilian Labor Force Data

	1996	1997	1998	1999	2000	2001
Labor Force	61,500	60,700	61,500	60,800	62,400	63,300
Employed	59,800	59,200	60,000	59,600	60,900	60,900
Unemployed	1,750	1,590	1,460	1,210	1,440	2,410
Unemployment Rate	2.8%	2.6%	2.4%	2.0%	2.3%	3.8%

Source: WI Department of Workforce Development, Local Area Unemployment Statistics, revised March 2002

County Travel-to-Work Patterns



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

ning in the last half of 2000. This would indicate that the number of workers commuting to the county had increased substantially since the 1990 Census. Sheboygan was one of four counties that had more jobs than workers at that time. Other areas were Green Bay, Milwaukee Metropolitan Area (includes Milwaukee, Waukesha, Ozaukee, and Washington Counties) and Madison.

During the last five years, the labor force has increased faster than the employment in the area. This is mainly due to changes in the national economy beginning in late 2000. Prior to that, employment was growing at the same rate or slightly faster. Overall, the labor force increased by 2.8 percent since 1996, while employment increased by 1.8 percent. Roughly a difference of 1,000. This is shown by the increase in the number of unemployed workers between 2000 and 2001.



County Industry Employment

Nonfarm Wage and Salary Employment

	1996	1997	1998	1999	2000	2001	Percent change	
							1 year	5 year
Total	57,701	57,978	60,076	62,009	63,653	62,994	-1.0%	9.2%
Goods Producing	25,828	26,286	27,629	29,034	29,761	28,642	-3.8%	10.9%
Construction & Mining	2,302	2,378	2,417	2,617	2,688	2,730	1.6%	18.6%
Manufacturing	23,525	23,908	25,212	26,417	27,073	25,912	-4.3%	10.1%
Durable	14,469	14,853	15,591	16,389	16,667	15,929	-4.4%	10.1%
Nondurable	9,056	9,055	9,622	10,029	10,406	9,984	-4.1%	10.2%
Service Producing	31,873	31,692	32,447	32,975	33,892	34,352	1.4%	7.8%
Transportation, Communications & Utilities	1,745	1,747	1,660	1,646	1,818	1,764	-3.0%	1.1%
Total Trade	10,670	10,635	10,849	10,746	10,876	10,981	1.0%	2.9%
Wholesale	1,833	1,911	1,947	1,905	1,934	1,945	0.6%	6.1%
Retail	8,837	8,724	8,902	8,841	8,943	9,036	1.0%	2.3%
Finance, Insurance, and Real Estate	2,213	2,110	2,152	2,090	1,910	1,978	3.6%	-10.6%
Services & Misc.	11,060	11,054	11,576	12,210	12,827	13,017	1.5%	17.7%
Total Government	6,186	6,145	6,210	6,283	6,460	6,612	2.3%	6.9%

Source: WI Department of Workforce Development, Nonfarm wage and salary estimates, revised March 2002

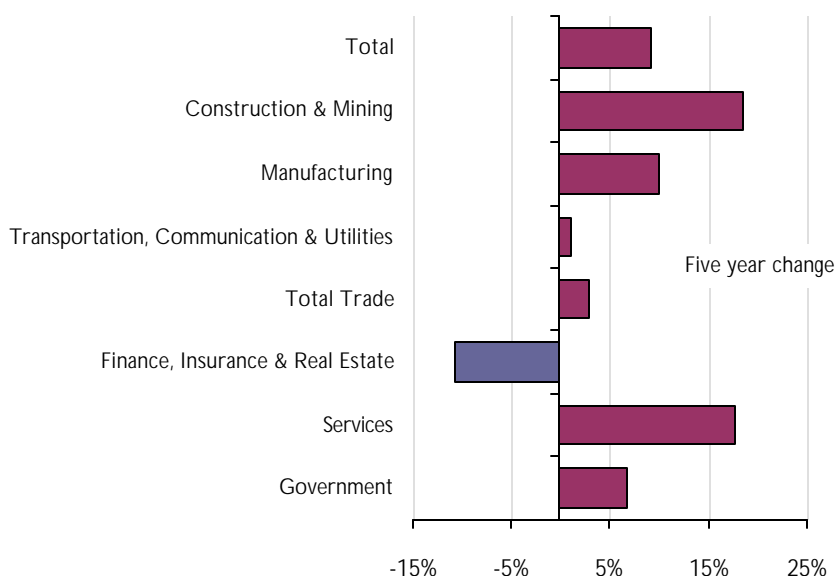
Nonfarm wage and salary employment is commonly referred to as payroll employment. This group excludes the self employed, family owned businesses and family farms. The data shows the types of industries that have the largest levels of employment in the area. Knowledge of the industry types and employment levels helps to provide an idea of the

type of occupations in the area.

Despite declines in employment levels between 2000 and 2001, every industry except FIRE (finance, insurance and real estate) experienced growth over the last five years. The decline in FIRE has occurred primarily due to consolidations in the banking industry and relocations of processing to other sites. Manufacturing had the third highest growth rate of all the industry sectors and employs the largest portion of workers of any single industry type.

Of note, is the growth in the services and miscellaneous industry. This industry section includes business and personal services. Examples would include temporary help agencies, health care, hotels, cleaning services, as well as accounting, engineering and advertising agencies. The growth rate in this industry designation was nearly double that of all industries over the last five years.

Employment Change by Industry Division: 1996 to 2001



Source: WI DWD, Nonfarm wage and salary estimates, revised March 2002



State of Wisconsin - Sheboygan County

Top 10 Employers

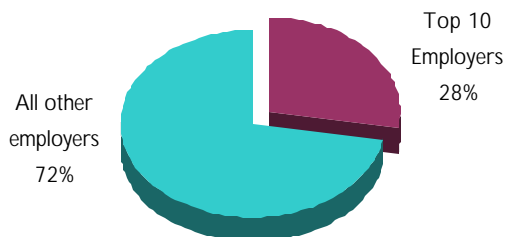
Company	Product or Service	Size
Kohler Co	Plumbing Fixtures	1,000+
Bemis Mfg Co	Plastics	1,000+
Sheboygan Public School	Public Education	1,000+
County of Sheboygan	Government	1,000+
J L French Corp.	Die Casting	1,000+
Aurora Health Care Central Inc.	Health Care	1,000+
Schultz Savo Stores Inc.(Fresh Brands 2002)	Grocery Wholesaler	500-999
Sargento Foods Inc.	Cheese Processing	500-999
Aurora Medical Group Inc.	Health Care	500-999
Lear Corp. Mendon Gen Ptr	Automotive Supplies	500-999

Top 10 Industry Groups

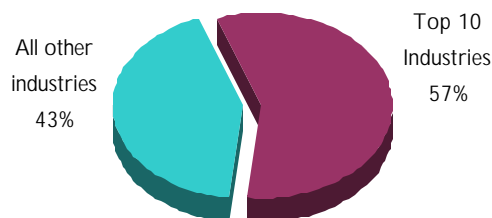
Industry Group	March 2001		Numeric change	
	Employers	Employees	1-year	5-year
Fabricated Metal Products	*	*	*	*
Health Services	117	5,012	197	363
Rubber and Misc. Plastics Products	17	4,508	-487	617
Educational Services	25	3,922	102	370
Eating and Drinking Places	157	2,872	-48	101
Food and Kindred Products	25	2,690	68	395
Primary Metal Industries	*	*	*	*
Industrial Machinery and Equipment	43	1,874	-75	-170
Food Stores	29	1,845	94	-169
Special Trade Contractors	173	1,730	14	283

*data suppressed to maintain confidentiality

**Top 10 Employers' Share of
Nonfarm Employment**



**Top 10 Industry Group Share
of Nonfarm Employment**



Source: WI Department of Workforce Development, ES-202 file tape, December 2001

Sheboygan County had over 2,500 employing units during 2001. This included nearly 140 different governmental units. The ten largest employers represent less than one half percent of all of the employing units in the county, however, they provide 20 percent of the jobs in Sheboygan County. These businesses range in size from 500 to over 5,000 workers and influence the employment and occupational makeup of the county.

Five of the companies are from the manufacturing sector. In Sheboygan County, manufacturing provides just over 40 percent of the jobs. Two of the businesses are from the government sector which is typical in most counties. About eleven percent of the jobs in the county are with a government unit. This is slightly below the national average. Also represented in the list is the health care industry.

(Continued on page 7)



State of Wisconsin - Sheboygan County

The breakout of employment based on industry type is not a great deal different than the top ten employers in the county. The manufacturing sector again tops the list with the largest representation with five of the top ten.

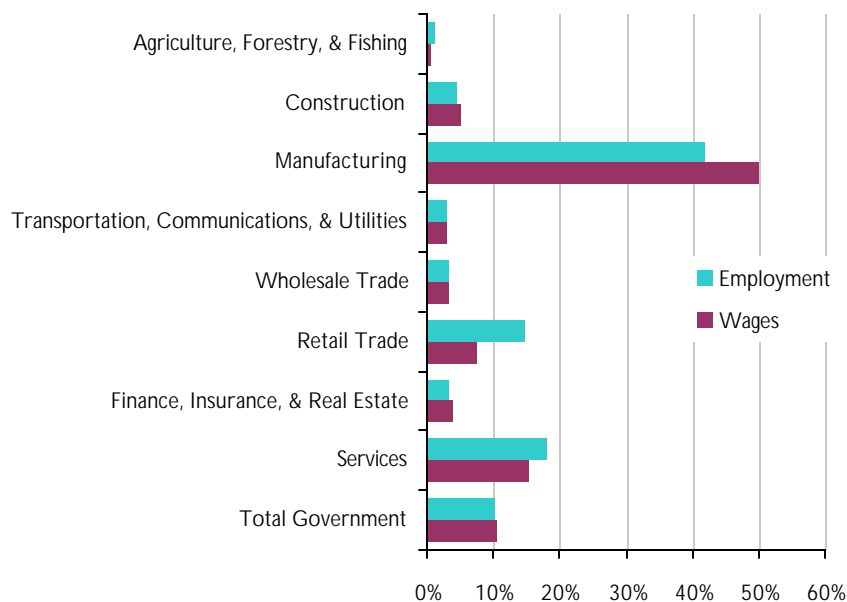
This is followed by two sectors that are a part of the retail trade industry. These are eating and drinking places, and food stores. Health is also represented in the group. These industry groups represent 57 percent of all of the jobs in the county.

Average wages paid in Sheboygan County was just below state average during 2001. These figures are often affected by the number of hours of overtime and the number and hours for part-time workers. So variances usually do not directly reflect differences in hourly rates, as this is not a measure of hourly wages, but annual wages. During 2001 total wages paid by Sheboygan County employers was \$1,869,834,585.

Manufacturing provided 42 percent of the jobs, but pays 50% of all the wages paid in Sheboygan County. The county has a very high percentage of jobs in manufacturing, as the national average for manufacturing employment is 13.4 percent. Manufacturing has the highest average annual wages of all the industry sectors in the county at \$36,687. Some of the high wages for manufacturing can be attributed to large employers which have collective bargaining agreements, a high percent of full time workers and overtime frequently available.

Retail trade provides 14.8 percent of the county's jobs but only 7.7 percent of wages. Jobs in this industry are often part time and seasonal which pulls down the annual average wage.

Employment & Wage Distribution by Industry Division



Annual Average Wage By Industry Division

	Sheboygan Co. Annual Average Wage	Wisconsin Annual Average Wage	Percent of State Average	1-year percent change	5-year percent change
All Industries*	\$ 30,853	\$ 30,922	99.8%	1.0%	18.6%
Agriculture, Forestry, & Fishing	\$ 20,457	\$ 22,565	90.7%	2.1%	6.3%
Construction	\$ 36,065	\$ 39,011	92.4%	1.1%	15.7%
Manufacturing	\$ 36,687	\$ 39,739	92.3%	1.1%	17.1%
Transportation, Communications, & Utilities	\$ 31,090	\$ 36,639	84.9%	1.6%	16.3%
Wholesale Trade	\$ 33,376	\$ 40,521	82.4%	2.2%	16.9%
Retail Trade	\$ 16,027	\$ 14,596	109.8%	3.2%	21.3%
Finance, Insurance, & Real estate	\$ 37,818	\$ 40,933	92.4%	2.7%	28.7%
Services	\$ 26,201	\$ 28,775	91.1%	2.9%	23.9%
Total Government	\$ 32,334	\$ 33,785	95.7%	1.3%	15.6%

* Mining excluded from table since wages were suppressed to maintain confidentiality in every county

Source: WI DWD, *Employment, Wages, and Taxes Due covered by Wisconsin's U.C. Law, 2002*



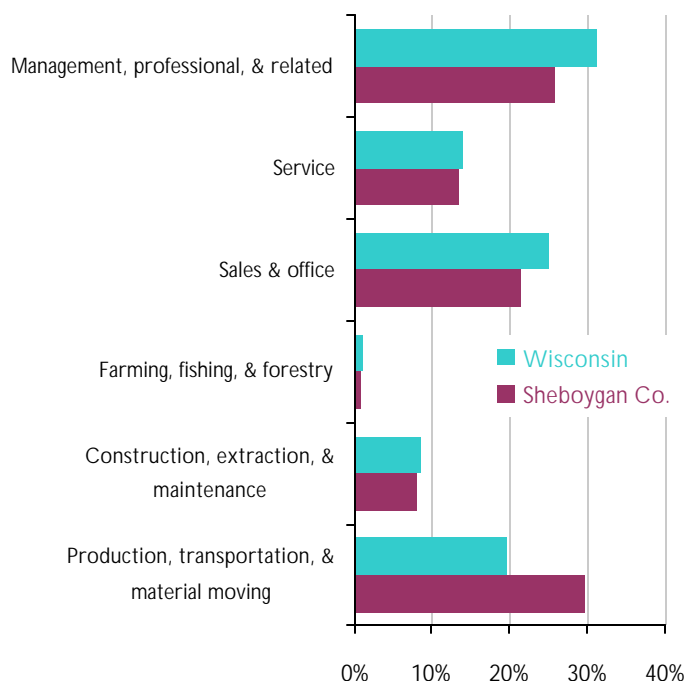
Occupation and Education Characteristics of County Population

With 40 percent of the jobs in Sheboygan County being with a manufacturer, it is not surprising that nearly 30 percent of the county's workers stated that they were in production, transportation or material moving occupations during the last census. This is nearly ten percent above the state's average for this employment group. Occupations in this group historically have served the community well, providing stable employment with available jobs at good wages.

Most of the other employment groups had a smaller percent of workers employed than the state average. With the occupational break out by occupational group it is easier to notice that opportunities for individuals with a college degree are limited when compared with the state. This is supported when looking at the educational make up of the county, with just under 18 percent of the county's residents age 25 and older having a four year college degree or above. This is about two percent below the state average.

The industry makeup and job opportunities of a community reflect the type of training and skills needed by the workers and the type of skills that will be imported to the area by new workers moving in.

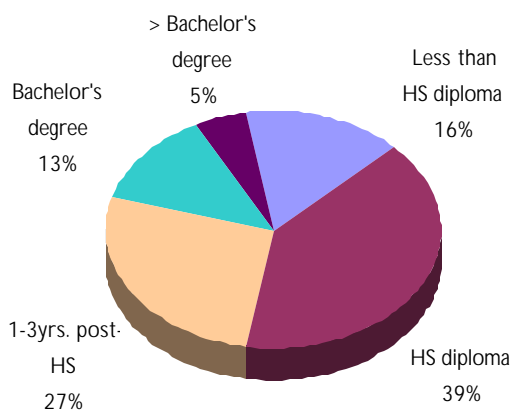
Employment by Occupation Group: 2000



US Department of Commerce, Census 2000

While many of the high school graduates may go on to a four year institution, the opportunities for employment here are limited when they complete their education. Most of the employment requiring a four year education are in the service and management and professional and related categories. Both of these have a smaller representation in the Sheboygan economy as noted previously with 42 percent of the county's jobs in the manufacturing sector. The county does well with the percent of the population with at least a high school population. Just over 86 percent of the population age 25 and above has a high school diploma. This is just above the state average. The percentage of population having some post high school education would include the population that has received either an associate degree or vocational degree from a technical college.

Education Attainment in 2000



Source: US Dept. of Commerce, Census Bureau, *Census 2000*



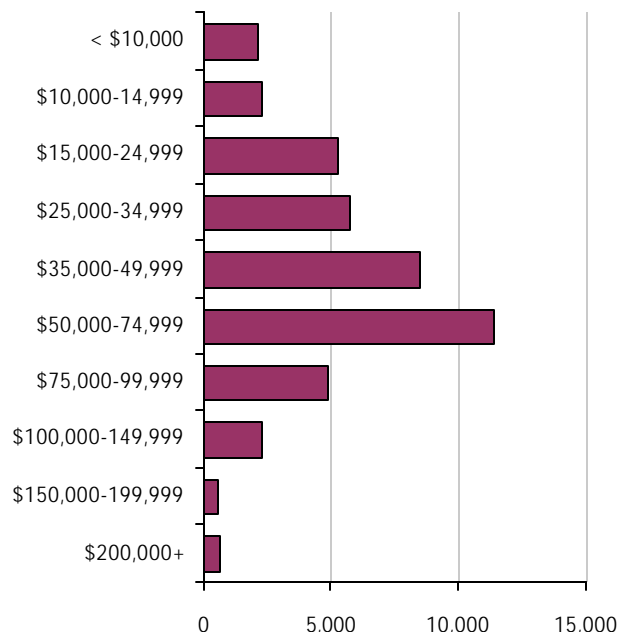
County Income Information

A final group of data sets whose understanding is important to gain a sense of the county's labor force are characteristics related to income levels. Among the various means of measuring income, the median house hold income is one of the most common. This is based on data collected through the census. The median household income in Sheboygan County is \$46,237. This is well above the statewide median household income of \$43,791.

The per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population. Sheboygan County's per capita income ranked 11th out of Wisconsin's 72 counties during 2000, up from 12th in 1999. Income in Sheboygan is just below the national average, a difference of \$1,191.

Per capita personal income and median household incomes are often used as factors in determining eligibility for grants and aids from the state and federal government. Both per capita income and median household income can be influenced by the number of wage earners, average family size, and the median age of the residents. Wages in Sheboygan are influenced by the health of the U. S. and world economies, since there is a higher than average portion of the workforce involved in manufac-

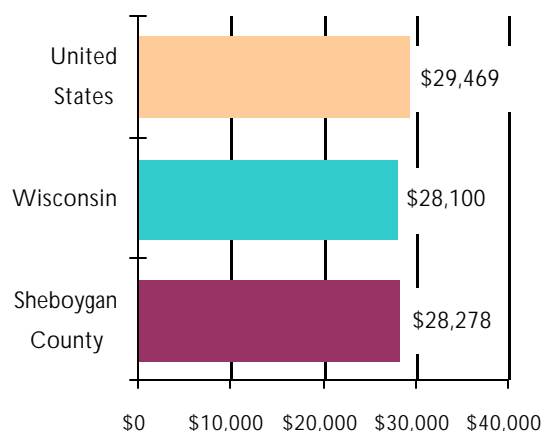
Households by Income Range
Median household income in Sheboygan Co. \$46,237



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

turing in the area. Exporting overseas is a factor in the area's economy.

Per Capita Personal Income 2000



Source: US Department of Commerce, Bureau of Economic Analysis

Components of Total Personal Income: 2000

